

Civil Service Conciliation and Arbitration Scheme

General Council Report 1387

(Meeting/s of 28 June 2000, 27 September 2000, 25 July 2001)

That the annual leave allowance of the grades of E.O., H.E.O. and A.O. be increased.

1. The Staff Side said that the annual leave entitlement of EOs, HEOs and AOs was well below what would be appropriate for them having regard to the annual leave of the grades below them in the civil service structure. They said that, in the period since 1964, the differential in the annual leave entitlement of the civil service executive grades and the clerical grades has been seriously eroded. The annual leave of the executive grades does not now reflect the level at which they work or the centrality of their role in the civil service.

2. The Staff Side also said that the annual leave entitlement of the comparable grades of Staff Officer and Administrative Officer in local authorities and health boards (Grades V and VII), was significantly more favourable than that of EOs, HEOs and AOs in the civil service.

3. The Official Side rejected the claim for the following reasons:

if the differential in annual leave allowances of the clerical grades and the executive grades in the Civil Service has contracted, this is in part due to the effects of legislation, viz. the Organisation of Working Time Act 1997;

while it is acknowledged by the Official Side that the grades of EO, HEO and AO are crucially important, it is equally acknowledged that the contribution of the other grades - clerical and managerial - is highly valuable and indispensable in achieving the objectives of the civil service;

annual leave in the local authorities and in the civil service are not comparable because of the impact of church holy days of obligation on annual leave entitlements in the local authorities. As local authority offices were formerly closed on holy days, but are now open on these days, 5 to 6 holy days have now been subsumed into the annual leave entitlement of all local authority grades, including grades V and VII. This has inflated annual leave in the local authorities and health boards. The church holy days were never a factor in the civil service;

annual leave entitlements of PSEU grades in the civil service compare favourably with annual leave entitlements of comparable private sector employees working in comparable private sector organisations;

the Official Side also referred to: (a) the more favourable flexi-time regime in the civil service, allowing staff to take up to one-and-a-half flexi days per month, i.e. 18 days per year. Where flexi-time exists in the local authorities, staff are allowed one flexi day per month, i.e. 12 days per year, and (b) the employment flexibility and family friendly policies in the civil service greatly enable staff the better to balance the demands of family life and work life;

the claim has major cost implications. Major cost increasing claims are prohibited under the PPF.

Disagreement

It was decided to draw up a report recording disagreement. This report, recording disagreement, was adopted on 25 July 2001.

Recording Disagreement.

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